805C-42A-4041
Analyze Human Resources Planning Considerations Using the MDMP
Status: Approved

Condition: You are the Senior HR NCO at brigade-level in a tactical environment. Your unit is preparing to support Unified Land Operations and the S-1 tasks you to develop HR planning considerations by completing a Human Resources (HR) Staff Running Estimate. You have access to an Operation Order (OPORD), FM 1-0 (HR Support), ATP 1-0.1 (G-1/AG and S-1 Operations), ADP 4-0 (Sustainment), ADP 5-0 (The Operations Process), FM 6-0 (Commander and Staff Organization and Operations), and to HR enabling systems. Some iterations of this task should be performed in MOPP 4.

Standard: Prepare an comprehensive HR Staff Running Estimate that supports discussion of likely courses of action (COAs) developed during the Military Decisionmaking Process (MDMP). Produce the HR portion of the Sustainment Annex that supports the Commander's intent without error that includes, at a minimum, all critical personnel issues affecting the operation.

Special Condition: None

Safety Risk: Low

MOPP 4: Sometimes

Task Statements

Cue: You are conducting HR planning to support Unified Land Operations.

DANGER
None

WARNING
None

CAUTION
None

Remarks: None

Notes: None

Performance Steps

1. Verify the reports for the preparation of the HR Staff Running Estimate.

    a. Review any previous HR Staff Running Estimates.

    b. Verify the reports on personnel information are available for review.

        (1) Battle Roster.

        (2) Personnel Summary (PS).

        (3) Personnel Requirements Report (PRR).

        (4) Casualty Estimator tool.

2. Review the restated Mission statement.

    a. Review the mission statement from the Commander, operations officer (S3 or G3), or from the OPORD.

    b. Ensure the Risk Management process is included as part of each phase of the operations planning process.

3. Prepare the Mission Situation and the considerations sections of the HR Staff Running Estimate.

    a. Review the intelligence information provided to the S1/G1 and add it to the HR Staff Running Estimate, as appropriate.

        (1) Determine what information to include in the intelligence situation subparagraph.

            (a) Impact of Current Area of Operation (AO) characteristics on personnel.

            (b) Strengths and disposition of the enemy.

            (c) Enemy capabilities that could impact unit personnel readiness.

        (2) Prepare the HR Staff Running Estimate subparagraph on the intelligence situation.

    b. Review the tactical information available from the S3(G3), or from the commander's planning guidance, and add to the HR Staff Running Estimate.

        (1) Present dispositions of major tactical elements for any impact on unit personnel.

        (2) Impact on personnel of possible mission Course of Action Development (COA).

        (3) Projected operations, if known, and other planning factors as required for coordination and integration of the staff estimate.

    c. Review the sustainment information available from the S4(G4) and add to the HR Staff Running Estimate.

        (1) Disposition of sustainment units that may impact the personnel situation.

        (2) Projected sustainment developments that are likely to influence personnel operations.

(3) Prepare the HR Staff Running Estimate logistics situation subparagraph.

    d. Review the Civil/Military Operations (CMO) information available from the CMO officer and add to the HR Staff Running Estimate.

    e. Review the personnel readiness section of the HR Staff Running Estimate.

    (1) Unit personnel strength maintenance information.

        (a) All authorized, assigned, and attached personnel strengths.

        (b) Effects of personnel deployment.

        (c) Reports of personnel losses (both combat and noncombat).

        (d) Reports of personnel gains.

        (e) Reports of critical personnel MOS and skill shortages.

        (f) Projections of personnel gains and losses.

        (g) Any local situations that will affect personnel strength.

    (2) Review the personnel replacement situation for the following.

        (a) Any of the following outstanding critical personnel replacement requirements:

          _1_ Weapons system crew.

          _2_ Small unit requirements.

        (b) Status of previous personnel allocation by unit, where allocation is critical to the current situation.

        (c) Present and future location of personnel replacement processing units.

        (d) Any information pertinent to receiving personnel replacements.

    (3) Review any pertinent noncombat personnel matters for the following.

        (a) Impact of prisoners of war (POW) personnel.

        (b) Impact of any non-US force personnel augmentees.

        (c) Impact of any civilian internees or detainees, DA civilians, and other civilians, depending on the local circumstances.

        (d) Availability of noncombat personnel to meet labor requirements.

    (4) Verify the Soldier personnel readiness status.

        (a) Determine the status of morale and esprit de corps.

(b) Review any major influences that could significantly impact unit morale.

(c) Review any factors affecting the stability and reliability of individual Soldiers, teams, and crews to accomplishing the mission.

(d) Review the factors affecting organizational climate, commitment, and cohesion, when appropriate.

(5) Review the changes or impacts to service support for the following.

(a) Soldier support services.

(b) Personnel health services.

(c) Personnel legal services.

(d) Personnel postal services.

(e) Morale support activities.

(f) Religious services for personnel.

(g) Public affairs services.

(h) Personnel administrative services.

(i) Personnel finance services.

(6) Prepare the personnel readiness situation subparagraph.

f. Prepare the information for the assumption's section of the HR Estimate.

4. Analyze each COA for personnel requirements needs.

a. Review each part of the situations and considerations paragraph for its impact on personnel.

b. Complete the COA subparagraph in the HR Staff Running Estimate.

5. Review the COA Comparison for any impact on personnel requirements.

a. Evaluate each COA from a personnel standpoint.

b. Verify the addition of the COA comparison data to the HR Staff Running Estimate.

6. Review and analyze all conclusions for impacts on personnel requirements and make recommendations.

a. Verify the formulation of the conclusions.

b. Verify the addition of the conclusions paragraph to the HR Staff Running Estimate.

(Asterisks indicates a leader performance step.)

Evaluation Guidance: Score the Soldier GO if all performance measures are passed (P). Score the Soldier NO GO if any performance measure is failed (F). If the Soldier fails any performance measure, show what was done wrong and how to perform it correctly.

Evaluation Preparation: This task can be evaluated by use of the performance measures as listed. This method of evaluation is appropriate if the Soldier performs the task on the job. Allow the Soldier to practice until the Soldier feels qualified and prepared for the evaluation. Then have the Soldier perform the task, using the materials listed in the CONDITIONS statement above. Score the Soldier "PASS" or "FAIL" as determined by the performance.

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. Verified the reports for the preparation of the HR Staff Running Estimate.			
a. Reviewed any previous HR Staff Running Estimates.			
b. Verified the reports on personnel information were available for review.			
2. Reviewed the restated Mission statement.			
a. Reviewed the mission statement from the Commander, operations officer (S3 or G3), or from the OPORD.			
b. Ensured the Risk Management process was included as part of each phase of the operations planning process.			
3. Prepared the Mission Situation and the considerations sections of the HR Staff Running Estimate.			
a. Reviewed the intelligence information provided to the S1/G1 and added it to the HR Staff Running Estimate, as appropriate.			
b. Reviewed the tactical information available from the S3(G3), or from the commander's planning guidance, and added to the HR Staff Running Estimate.			
c. Reviewed the sustainment information available from the S4(G4) and added to the HR Staff Running Estimate.			
d. Reviewed the CMO information available from the CMO officer and added to the HR Staff Running Estimate.			
e. Reviewed the personnel readiness section of the HR Staff Running Estimate.			
f. Prepared the information for the assumptions section of the HR Staff Running Estimate.			
4. Analyzed each COA for personnel requirements needs.			
a. Reviewed each part of the situation and considerations paragraph for its impact on personnel.			
b. Completed the COA subparagraph in the HR Staff Running Estimate.			
5. Reviewed the COA Comparison for any impacts on personnel requirements.			
a. Evaluated each COA from a personnel perspective.			
b. Verified the addition of the COA comparison data to the HR Staff Running Estimate.			
6. Reviewed and analyzed all conclusions for impacts on personnel requirements and made recommendations.			
a. Verified the formulation of the conclusions.			
b. Verified the addition of the conclusions paragraph to the HR Staff Running Estimate.			

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	ADP 4-0	Sustainment	Yes	No
	ADP 5-0	The Operations Process	Yes	No
	ADRP 5-0	The Operations Process	Yes	No
	ATP 1-0.1	G-1/AG and S-1 Operations	Yes	No
	FM 1-0	Human Resources Support http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/fm1_0.pdf	Yes	Yes
	FM 6-0 (Change 002, April 22, 2016)	COMMANDER AND STAFF ORGANIZATION AND OPERATIONS	Yes	Yes

TADSS : None

Equipment Items (LIN): None

Materiel Items (NSN) :

Step ID	NSN	LIN	Title	Qty
	7021-01-C14-3190	70210N	Computer, Micro Lap-Top Portable AC: M4500 Dell	1
	7025-01-328-5540		Printer, Automatic Data Processing, Laser Printer	1
	7520-01-424-4867		Easel, Display and Training, Dry Erase	1

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to the current Environmental Considerations manual and the current GTA Environmental-related Risk Assessment card.

Safety: In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination.

Prerequisite Individual Tasks : None

Supporting Individual Tasks :

Task Number	Title	Proponent	Status
805C-42A-4000	Analyze Personnel Readiness Management (PRM) Considerations	805C - Adjutant General (Individual)	Superseded
805C-42A-4233	Coordinate Personnel Information Management (PIM)	805C - Adjutant General (Individual)	Superseded
805C-42A-4064	Employ Situational Leadership	805C - Adjutant General (Individual)	Superseded
805C-42A-4056	Analyze Unified Land Operations	805C - Adjutant General (Individual)	Superseded

Supported Individual Tasks : None

Supported Collective Tasks : None

ICTL Data :

ICTL Title	Personnel Type	MOS Data

42A - Human Resources Specialist - SL4	Enlisted	MOS: 42A, Skill Level: SL4, Duty Pos: UQJ